



THIS REPORT COVERS OCTOBER 1, 2013 THROUGH SEPTEMBER 30, 2014.

Total Number of Full-Time Vacancies Filled During This Period: 6

Total Number of People Interviewed For Full-Time Vacancies During This Period: 28

FULL-TIME POSITIONS FILLED

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy <i>Please see attached Recruitment Resource List for recruitment source contact information.</i>	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
1	Installer	1	Index Journal	Piedmont Technical College Index Journal SC Employment Security Commission Northland Communications Website Walk-in Employee Referral Unknown	0 1 0 0 1 2 1	5
2	Sales Associate	2	Employee Referral (x2)	Piedmont Technical College Index Journal SC Employment Security Commission Northland Communications website Walk-in Employee Referral Sizemore Employee Agency Craigslis Northland Community Channel Unknown	0 2 0 1 3 4 1 0 1 1	13
3	Business Manager	1	Indeed.com*	Piedmont Technical College Index Journal Northland Communications Website Sizemore Employee Agency Craigslis Indeed.com* LinkedIn.com	0 0 0 0 0 2 0	2



2014 EEO Public File Report
GREENWOOD, SC – FCC EMPLOYMENT UNIT #1124

#	Position Title	Number Hired	Recruitment Source of Successful Applicant(s)	Recruitment Source(s) Used to Fill the Vacancy <i>Please see attached Recruitment Resource List for recruitment source contact information.</i>	Number of Interviewees Referred by Each Recruitment Source	Total Number Interviewed
4	Account Executive	1	Employee Referral	Piedmont Technical College Index Journal Northland Communications website SC Employment Security Commission Sizemore Employee Agency Employee Referral	0 0 0 0 0 2	2
5	Business Sales Engineer	1	Employee Referral	Piedmont Technical College Index Journal Northland Communications Website SC Employment Security Craigslist Tri-County Tech Clemson University/Clemson Job Link Seneca Journal SC Works, Seneca GA Department of Labor Georgia Southern University Stabuc, Inc NAACP Phoebe Floyd Temple 1002 Rhonu Club American Legion Ladies Bulloch County N.B.P.W LinkedIn Indeed.com Careerbuilder.com* Ogeechee Technical College Employee Referral	0 0 1 0 1 1 0 3	6



SUPPLEMENTAL OUTREACH INITIATIVES

1. Training Programs: a) NOTC training program that enables unit personnel to acquire skills that could qualify them for higher level positions, b) Sales Certification Program that provides a means for Sales Associates to improve their product knowledge, customer service and sales skills and their earnings, c) Education Assistance program that encourages employees to further job related skills and improve performance and d) Video training reviewed by employment unit management regarding prevention of discrimination and harassment.

2. Participation in Internet and other programs designed to promote outreach: Positing on Featured Employer on WICT and NAMIC, Monster.com and local newspapers/local origination channel regarding Equal Opportunity commitment and policies.

3. Participation in a job fair, hosted by local college, by unit personnel who has substantial responsibility in making hiring decisions.

RECRUITMENT RESOURCE LIST

Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Piedmont Technical College	620 N Emerald Rd Bldg A Greenwood, SC 29648	D. Rosenbaum	(864) 941-8709	No	0
Index Journal	610 Phoenix St. Greenwood, SC 29648	J. Duckett	(864) 223-7331	No	3
SC Employment Security Commission/Job Service	519 Monument St. Greenwood SC 29646	V. Gilchrist	(864) 223-4523	No	0
Northland Communications website	101 Stewart St. Suite 700 www.yournorthland.com/careers	HR	(206) 621-1351	N/A	2
Sizemore Employee Agency	464 Bypass 72 NW Greenwood, SC 29649	D. Ellis	(864) 229-3988	No	1
Craigslist	www.greenville.craigslist.org	n/a	n/a	No	0



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Community Channel Cable Channel 4/Charter Media	520 Hwy 29 Bypass North Anderson SC 29621	K. Turpin	n/a	No	1
SC Works – Seneca Center	11091 N. Radio Station Rd. PO Box 1499 Seneca, SC 29678	P. Smith	(864) 280-8019	No	0
Seneca Journal	201 W North 1 st St. PO Box 547 Seneca, SC 29679	P. Vinson	(864) 882.2375	No	0
Tri-County Tech	PO Box 1086 7900 Hwy 76 Pendleton, SC 29670	HR Representative	(864) 646-8361	No	0
Clemson University Clemson Job Link	Michelin Career Center 316 Hendrix Student Center Box 344007 Clemson, SC 29634-4007	L. Dunson	(864) 656-2160	No	0
GA Department of Labor	PO BOX 558 Statesboro, GA 30459	D. Evans	(912) 681-5156	No	0
Georgia Southern University	PO BOX 8069 Statesboro, GA 30459	Eagles Career Net	(912) 681-5611	No	0
Stabuc, Inc.	119 Morris St Statesboro, GA 30458	HR Representative	(912) 764-3426	No	0
NAACP	6390 Georgia 46, Statesboro, GA 30458	n/a	(912) 839-4416	No	0
Phoebe Floyd Temple	PO BOX 202 Statesboro, GA 30459	n/a	n/a	No	0
Rhonu Club	234 Bulloch St Statesboro, GA 30458	R. Brock	(912) 764-2669	No	0
American Legion Ladies	7 James St. Statesboro, GA 30458	Q. Nunally	(912) 764-5392	No	0



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Name of Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification [Yes/No]	Total Number of Interviewee Referrals
Bulloch County N.B.P.W.	619 W. Jones Ave Statesboro, Ga 30458	G.Martin	(912) 764-3291	No	0
Ogeechee Technical College	One Joe Kennedy Blvd. Statesboro, GA 30458	Job Placement Coordinator	(912) 871-1620	No	0
Indeed*	www.indeed.com	n/a	n/a	No	3
LinkedIn	www.linkedin.com	n/a	n/a	No	0
Careerbuilder*	www.careerbuilder.com	n/a	n/a	No	1
Employee Referral		n/a	n/a	n/a	11
Walk-in		n/a	n/a	n/a	4
Unknown		n/a	n/a	n/a	2

*Unverifiable recruitment source; applicant indicated this recruitment source, however it was not posted by Northland Communications.